

EXHIBIT J

**TO THE DECLARATION OF ADA K. WONG IN SUPPORT
OF PLAINTIFF'S THIRD MOTION TO COMPEL DISCOVERY
RESPONSES**

1 The Honorable Thomas S. Zilly
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8 UNITED STATES DISTRICT COURT
9 WESTERN DISTRICT OF WASHINGTON
10 AT SEATTLE

11 JILLIAN HORMAN, an individual,

12 Plaintiff,

13 v.

14 SUNBELT RENTALS, INC., *et al.*,

15 Defendants.

16 Case No. 2:20-cv-00564-TSZ

17
18 **PLAINTIFF'S SEVENTH SET OF
19 REQUESTS FOR PRODUCTION TO
20 DEFENDANT SUNBELT RENTALS,
21 INC.**

22 TO: SUNBELT RENTALS, INC., Defendant

23 AND TO: SHANE P. CRAMER, PATRICIA J. HILL and YASH B. DAVE, Counsel for
Defendant

SET NO.: SEVEN

Plaintiff Jillian Horman, in her individual capacity herein, hereby serves these Requests
for Production upon Defendant Sunbelt Rentals, Inc.

THIS IS A REQUEST FOR PRODUCTION, PURSUANT TO FED. R. CIV. P. 34.

Please produce requested items for inspection and copying at the offices of Ada K. Wong, AKW Law, P.C., 6100 219th Street SW, Suite 480, Mountlake Terrace, WA 98043, thirty (30) days from the date of service of this set of Requests for Production upon you.

PLAINTIFF'S SEVENTH SET OF REQUESTS FOR PRODUCTION
TO DEFENDANT SUNBELT RENTALS, INC. - 1

Case No. 2:20-cv-00564-TSZ

AKW LAW, P.C.

6100 219th St. SW, Suite 480
Mountlake Terrace, WA 98043
Tel. (206) 259-1259 / Fax (855) 925-9529

Be advised that the Requests for Production herein apply to all information and items within your knowledge or control, and that of your attorneys, agents, representatives and other persons acting on your behalf.

If there are any additions, deletions or changes in the answers or information provided at any time prior to trial, you are specifically directed to immediately so inform plaintiff's counsel. If additional documents are discovered between the time of making these answers and the time of trial, these Requests for Production are directed to that information. If such documents are not seasonably furnished within a reasonable time prior to trial, the undersigned will move at or before trial to exclude from evidence any such documents known to you or in your possession or that of your attorneys, agents, liability insurers, and others acting on your behalf, and will request other appropriate sanctions.

DEFINITIONS

As used herein:

1. ***Communication.*** The term “communication” means any oral or written expression or exchange of information by speech, writing, or conduct including, but not limited to, in-person conversations, telephone conversations, correspondence, email messages, text messages, electronic instant messages, social media messages, and all other forms of communication.

2. ***Document.*** The term “document” shall be used in its broadest sense as permitted by Federal Rules of Civil Procedure 26 and 34 and means all writings of every kind including, but not limited to, the original or any legible copy of all records, letters, correspondence, appointment books, diaries, files, notes, statements, memoranda or minutes of meetings, conferences and telephone calls, emails, faxes, receipts, written reports or

1 opinions of investigators or experts, status reports, drawings, charts, photographs, negatives,
2 brochures, lists, schedules, manuals, technical notes or standards, expense accounts, financial
3 statements or audit reports, however produced or reproduced, within your possession or subject
4 to your control, of which you have knowledge or to which you now have or previously had
5 access. The term "document" includes drafts and copies that are not identical duplicates of the
6 originals, and copies of documents, the originals of which are not in your possession, custody,
7 or control.

8 3. ***Identity of Individuals.*** Where the name or identity of an individual person is
9 requested, or where the term "identify" is used in reference to an individual person, please state
10 with respect to each such person:

- 11 a. Full name;
- 12 b. Current or last known residence address, and telephone number;
- 13 c. Current or last known business address and telephone number;
- 14 d. All known email addresses;
- 15 e. Current position or occupation;
- 16 f. Employer;
- 17 g. His or her present whereabouts and his or her present employment
position and business affiliation at the time in question; and,
- 18 h. Relationship to you.

20 Unless it otherwise appears from the context, a request for the identity of a person
21 relates to all persons in such classification or category.

22 4. ***Identity of Document.*** The term "identify," when used in reference to a
23 document, means to state with respect to each document:

- 1 a. Title of document;
- 2 b. The date of preparation of the document;
- 3 c. The name and title of each author, sender, creator and initiator of such
- 4 document;
- 5 d. The name and title of recipient, addressee, or party for whom such
- 6 document was intended (if any);
- 7 e. The nature of the document (e.g., letter, memorandum, tape) and other
- 8 means of identification sufficient to identify the document for purposes of a request for
- 9 production, and to further state its present location and custodian;
- 10 f. Source from whom or from which you obtained the document;
- 11 g. Number of pages the document comprises;
- 12 h. Production number(s); and,
- 13 i. If any such document was, but no longer is, in your possession or
- 14 custody or subject to your control, describe what disposition was made of it, and give
- 15 the name, address and telephone number of the person presently having possession,
- 16 custody or control of the document.

17 5. ***Identity of Entity.*** The term “identify,” when used in reference to an entity
18 other than a natural person, means to state with respect to each such entity:

- 19 a. Full legal name or title;
- 20 b. Form of business (i.e. profit corporation, partnership);
- 21 c. Complete business location and mailing address;
- 22 d. Telephone and facsimile numbers;
- 23 e. State of incorporation or juridical organization;

- f. Address of headquarters of principal place of business; and,
- g. Relationship to you.

6. ***Knowledge or Information.*** Where your knowledge or information in your possession is requested, that request includes knowledge of your agents, representatives, employees and attorneys. When the answer is made by a corporate defendant, the name, address and title of the person supplying the information and the source of such person's information must be included as well.

7. ***Sources of Information.*** The phrase “state the source of your information” means to identify the person and the documents from which the information was obtained where your answers are not based upon your own first-hand information.

8. ***Person.*** “Person” means, without limitation, any natural person, proprietorship, companies, firms, corporations, partnerships, limited liability companies, independent contractors, groups, associations, joint ventures, associations, trusts, estates, communities, agencies, institutions, labor unions, or any form of business, social or legal entity, including governmental subdivisions.

9. ***You/Defendant.*** "You" means SUNBELT RENTALS, INC., located at 2341 Deerfield Dr, Fort Mill, South Carolina 29715-8298 at its 17950 Redmond Way, Redmond, Washington 98052 location, and its attorneys, agents, employees, officers, representatives, adjusters, investigators and all other persons who are in possession of or who have obtained information on your behalf.

10. ***And/or.*** “And” or “or” means “and/or,” with the singular form being deemed to include the plural and vice versa.

11. “*He*” or any other masculine, feminine or neuter pronoun means any individual,

1 regardless of sex or entity, to whom the interrogatory or request for production would
2 otherwise apply.

3 12. **“Relating to”** means to be relevant in any way to the subject matter in questions,
4 including without limitation all information that directly or indirectly contains, describes,
5 records summarizes, evaluates, refers to, is pertinent to, comments upon, or discusses the
6 subject matter or that states the background of, or was the basis for, or that records, evaluates,
7 was referred to, relied upon, used generated, transmitted, or receive din arriving at any
8 conclusion, opinion, estimate, position, decision, belief, or assertion concerning the subject
9 matter.

10 13. **“Any”** should be understood in either its most or least inclusive sense as
11 necessary to bring within the scope of the discovery request all responses that might otherwise
12 be construed to be outside of its scope.

13 14. **“Claim”** means a demand or assertion, whether oral or written, formal or
14 informal, by any person for monetary payment, the undertaking of action, or the cessation of
15 action.

16 15. **“Complaint”** or **“comment”** (e.g., about retaliation, harassment or
17 discrimination) means any statement, whether or not specifically denominated as a complaint
18 or comment, which could reasonably be considered or construed to be a comment or complaint
19 concerning harassment or discrimination based on any protected class or activity, including
20 but not limited to, a person’s race, color, national origin, sex, sexual orientation, religion,
21 disability, military service or status, taking designated medical leave, reporting regulatory or
22 safety violations, or any other harassment, discrimination or retaliation on any basis alleged
23 herein, including retaliation on any protected or illegal basis whatsoever.

1 16. “*Discrimination*” includes discrimination on any protected basis, and is not
 2 limited to tangible or adverse employment actions, and shall also mean acts of harassment
 3 whether or not such acts actually constitute a hostile working environment.

4 17. “*Personnel File*” means all records pertaining to a person’s employment,
 5 including but not limited to those relating to duties, salary, promotions, evaluations, discipline,
 6 grievances, benefits, discharge, resignation, suspensions, training, layoff or retirement, or any
 7 other aspect of the person’s employment, whether or not maintained in a compilation or
 8 collection referred to as a “personnel file.” It shall also include, not only the official “personnel
 9 file” of any Defendant corporation or agency, but also all supervisor’s desk files and any other
 10 documents or records containing such information. Each such separate portion of the
 11 personnel file shall be produced in its entirety, including with folder tabs and labels, so that the
 12 origin or source of said files and documents is preserved and can be identified.

13 18. All documents, including records, files, e-mails, correspondence, and
 14 memorandum, stored electronically must be produced in its native format, including all
 15 metadata.

16 19. The use of the singular form of any word includes the plural and vice versa. The
 17 masculine includes the feminine and neuter genders. The past tense includes the present tense
 18 where the clear meaning is not distorted by change of tense. “And” as well as “or” shall be
 19 construed disjunctively or conjunctively as necessary to bring within the scope of the request
 20 all responses that otherwise might be construed to be outside the scope. “Include” and
 21 “including” and variations thereof shall not be interpreted in terms of limitations but shall be
 22 deemed to be followed by the words “without limitation.” “Any” shall be construed as
 23 synonymous with “every and “all” and shall be all-inclusive.

These discovery requests shall be deemed to be continuing, and, in the event that you discover information that is responsive to these requests, you are to promptly supplement your answers to these requests.

INSTRUCTIONS

1. **Relevant Time Period:** Unless otherwise noted, the relevant time period for which documents and information are requested is **June 1, 2018 to present**.

2. **Scope:** This Request requests production of information and documents that are in your possession, custody, or control, including documents in the possession of your employees, agents, independent contractors, representatives, and attorneys, unless privileged.

3. **Objections:** If you object to the information requested by any request for production in whole or in part, or contend that any identified document or information would be excluded from production in discovery, state the reasons for such objections or ground for exclusion, and identify each person having knowledge or the factual basis, if any, on which the objection, privilege, or other ground is asserted.

4. **Privileged Documents:** If any document is withheld under claim of privilege, identify the document and state the basis for the privilege, and provide a detailed privilege log that contains at least the following information for each document that you have withheld: (a) the name of each author, writer, sender, creator, or initiator of such document; (b) the name of each recipient, addressee, or party for whom such document was intended or to whom it was sent; (c) the date of such document, or an estimate thereof if no date appears on the document; (d) the general subject matter of the document; and (e) the claimed grounds for withholding the document, including but not limited to the nature of any claimed privilege and grounds in support thereof.

5. Documents No Longer in Possession of Respondent/Destroyed Documents:

If any responsive document is no longer in your possession, custody or control, produce a description of each such document. The description shall include the following:

- a. Name of each author, sender, creator, and initiator of such document;
- b. Name of each recipient, addressee, or party for whom such document
- c. Date the document was created;
- d. Date(s) the document was in use;
- e. Detailed description of the content of the document;
- f. Reason it is no longer in your possession, custody, or control; and,
- g. Current location of the document.

6. **Duty to Supplement:** The Request imposes a continuing duty on you to promptly any responsive document, information, or item that comes into your knowledge, possession, custody, or control after your initial production of responses to the Requests. You are also required to amend your responses if you discover a previous response is incorrect or incomplete.

DATED May 7, 2021.

AKW LAW, P.C.

/s/ Ada K. Wong

/s/ Jordan T. Wada

Ada K. Wong, WSBA #45936

Jordan T. Wada, WSBA

Attorneys for Plaintiff

6100 219th St. SW, Suite 480

Mountlake Terrace, W

**PLAINTIFF'S SEVENTH SET OF REQUESTS FOR PRODUCTION
TO DEFENDANT SUNBELT RENTALS, INC. - 9**

Case No. 2:20-cv-00564-TSZ

AKW LAW, P.C.
6100 219th St. SW, Suite 480
Mountlake Terrace, WA 98043
Tel. (206) 259-1259 / Fax (855) 925-9529

1 Fax: (855) 925-9529
2 E-mail: ada@akw-law.com
3 E-mail: jordan@akw-law.com
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1 **REQUESTS FOR PRODUCTION OF DOCUMENTS**

2 **REQUEST FOR PRODUCTION NO. 1:**

3 Please produce all documents reflecting any female drivers for DEFENDANT
4 SUNBELT RENTALS, INC. in the past ten (10) years at any Center located on the West Coast.
5 For purposes of confidentiality, this information can be designated as “Confidential” pursuant
6 to the Protective Order. For further confidentiality, Plaintiff only seeks first and last initials,
7 Center location, position title, and dates of employment. This may be in the form of a chart
8 similar to SB/Horman-DEF01339.

9 **RESPONSE:**

10 **REQUEST FOR PRODUCTION NO. 2:**

11 Please produce all documents, including but not limited to letters, e-mails, doctor’s
12 notes, forms, statements, messages, reports, correspondence, files, correspondence, or other
13 communication with, related to, referring to, and/or regarding Dane Derocher’s modified
14 duties, including but not limited to requests for modified duty, requests for accommodations,
15 physical restrictions, and/or modified work hours. For purposes of confidentiality, this
16 information can be designated as “Confidential” pursuant to the Protective Order.

17 **RESPONSE:**

18 **REQUEST FOR PRODUCTION NO. 3:**

1 Please produce all documents, including but not limited to letters, e-mails, doctor's
2 notes, forms, statements, messages, reports, correspondence, files, correspondence, or other
3 communication with, related to, referring to, and/or regarding Patrick Papineau's
4 temporary/transitional employment/modified duties, including but not limited to requests for
5 modified duty, requests for accommodations, physical restrictions, and/or modified work
6 hours. For purposes of confidentiality, this information can be designated as "Confidential"
7 pursuant to the Protective Order.

8 **RESPONSE:**

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11 **REQUEST FOR PRODUCTION NO. 4:**

12 Please produce all documents referring to, related to, and/or regarding the
13 "Transitional/Restricted Duty/Driver" job description title, including documents that
14 Defendant uses to determine whether to offer a "Transitional/Restricted Duty/Driver" job
15 description title to an employee. *See* SB/Horman-DEF01317.

16 **RESPONSE:**

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19 **REQUEST FOR PRODUCTION NO. 5:**

20 Please produce all Employer's Job Description documents similar to SB/Horman-
21 DEF01334 for any Drivers in Washington State from January 1, 2015 to present that reference
22 any restriction to the number of hours worked or work schedule (such as part time, full time,
23 less than a certain number of working hours).

1 **RESPONSE:**

5 **REQUEST FOR PRODUCTION NO. 6:**

6 Please produce the job descriptions and any documents referring to the qualifications,
7 experience, education, or requirements for the position of equipment rental specialist in effect
8 in 2019.

9 **RESPONSE:**

12 **DATED** May 7, 2021.

13 **AKW LAW, P.C.**

14 */s/ Ada K. Wong*
15 */s/ Jordan T. Wada*
16 Ada K. Wong, WSBA #45936
Jordan T. Wada, WSBA #54937
17 Attorneys for Plaintiff
6100 219th St. SW, Suite 480
Mountlake Terrace, WA 98043
18 Tel.: (206) 259-1259
Fax: (855) 925-9529
19 E-mail: ada@akw-law.com
E-mail: jordan@akw-law.com

ATTORNEY CERTIFICATION

The undersigned counsel for defendant hereby certifies Defendant's responses pursuant to Federal Rule of Civil Procedure 26(g).

Dated this ____ day of _____, 2021.

Shane P. Cramer, WSBA #35099
Attorney for Defendant

Patricia J. Hill, FL Bar #0091324
Yash B. Dave, FL Bar #0068573
Pro hac vice Counsel for Defendant

CERTIFICATE OF SERVICE

The undersigned certifies under the penalty of perjury under the laws of the State of Washington that I am now and at all times herein mentioned, a citizen of the United States, a resident of the State of Washington, over the age of eighteen years, not a party to or interested in the above-entitled action, and competent to be a witness herein.

On May 7, 2021, I caused a copy of the foregoing to be served on the parties listed below in the manner specified below:

<p>Shane P. Cramer Harrigan Leyh Farmer & Thomsen LLP 999 Third Avenue, Suite 4400 Seattle, WA 98104 E-mail: shanec@harriganleyh.com E-mail: conniej@harriganleyh.com <i>Attorneys for Defendant Sunbelt Rentals, Inc.</i></p>	<input type="checkbox"/>	VIA FACSIMILE
	<input type="checkbox"/>	VIA FIRST CLASS U.S. MAIL
	<input type="checkbox"/>	VIA MESSENGER/HAND DELIVERY
	<input checked="" type="checkbox"/>	VIA E-MAIL/E-FILE <i>Per 5/21/2020 Stipulation Regarding Electronic Service</i>
<p>Patricia J. Hill Yash B. Dave Smith, Gambrell & Russell, LLP 50 North Laura Street, Suite 2600 Jacksonville, FL 32202 E-mail: pjhill@sgrlaw.com E-mail: ydave@sgrlaw.com E-mail: dcote@sgrlaw.com E-mail: ijones@sgrlaw.com E-mail: callard@sgrlaw.com <i>Pro hac vice Counsel for Defendant Sunbelt Rentals, Inc.</i></p>	<input type="checkbox"/>	VIA FACSIMILE
	<input type="checkbox"/>	VIA FIRST CLASS U.S. MAIL
	<input type="checkbox"/>	VIA MESSENGER/HAND DELIVERY
	<input checked="" type="checkbox"/>	VIA E-MAIL/E-FILE <i>Per 5/21/2020 Stipulation Regarding Electronic Service</i>
	<input type="checkbox"/>	VIA FACSIMILE
	<input type="checkbox"/>	VIA FIRST CLASS U.S. MAIL
<p>Isabel Johnson LAW OFFICE OF ISABEL S. JOHNSON, PLLC 748 Market Street #15 Tacoma WA 98402</p>	<input type="checkbox"/>	VIA MESSENGER/HAND DELIVERY

1 2 3	E-mail: isabel@isjlaw.com <i>Co-Counsel for Plaintiff</i>	<input checked="" type="checkbox"/> VIA E-MAIL/E-FILE Per 2/8/2021 Supplemental Stipulation Regarding Electronic Service
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4 Dated May 7, 2021, at Mountlake Terrace, Washington.

5 /s/ Kaila A. Eckert
6 Kaila A. Eckert, Paralegal

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